



The Department of Revenue has an incredible Executive Management opportunity for an Exempt Management Service 5 (EMS 5) Senior Assistant Director, Tax Policy, located in Olympia, WA.

As part of the Exempt Management Service, this position serves at the pleasure of the agency Director.

Have you had the opportunity to work with some great executive management professionals? Do you know of some great talent you would like to refer to our agency? Are you interested in opportunities in Executive Management? ***Please review the opportunity details below or forward this message to interested candidates.***

The Department of Revenue -- Working Together To Fund Washington's Future.

Position: Senior Assistant Director

Division: Tax Policy

Location: Olympia, WA

OPENS: May 26, 2010

CLOSES: ***Open until filled – Initial application screening will begin June 8, 2010***

Primary Duties

As a member of the Executive Management Team, this position serves as the Director's officer over tax policy matters and directs the development and implementation of tax policy on a statewide basis, providing operational input on tax policy issues that may have local, statewide, national, or international impact.

This position's scope and responsibilities are very diverse and broad, covering over 90 different tax programs, multiple groups of stakeholders, impacts to business both within and outside of the state and country, influencing business investment, the economy of the state, the state's financial statements, and the economic well-being of its residents.

In conjunction with the Director, this position is responsible for establishing strategic direction for the administration and enforcement of revenue laws of the Washington State excise tax programs. This

position also serves on a six person executive management team that together make final agency financial decisions.

This position manages the day-to-day operations of the agency's policy divisions and directs the development, administration and implementation of tax policy on a statewide basis. This position directly supervises the Assistant Directors of three divisions:

- Legislation and Policy,
- Interpretations and Technical Advice, and
- Research.

These divisions are responsible for tax policy formulation and communication, data analysis and program research, tax-related legislation and rule-making.

Required Qualifications

A working knowledge of:

- the Washington Revenue Act of 1935, as amended; tax law and regulations and other tax policy documents; the legislative process and strategic planning.
- all aspects of management principles; budgeting and budget management; communication techniques.
- business practices, organization, trends, and developments.
- the agency's administrative processes for assessing, collecting, processing, auditing, and accounting for state and local taxes and other programs administered by the Department of Revenue.
- human resource management; staff supervision; personnel rules and regulations; motivating, mentoring; affirmative action and diversity goals

Proven ability to:

- effectively work and develop stakeholder relationships in a highly politically charged environment.
- demonstrate strong interpersonal and communication skills.
- work with diverse stakeholders including individual taxpayers, small businesses, major multinational corporations, and legislators.

Compensation

\$89,125 –\$114,216 annually, depending on qualifications.

Application Process

To be considered for this position, please submit the following materials to jobs@dor.wa.gov with the subject line “**Senior Assistant Director- Tax Policy.**”

- A detailed **resume** outlining your employment history & education, including employment dates and job duties
- A **Letter of interest** describing how your experience, knowledge, skills, and abilities meet the qualifications of this position

You are encouraged to complete the attached voluntary Applicant Profile Data form. *Completion of this form is voluntary.* Information gathered will be used for statistical purposes only and will be kept confidential.

Initial application screening will begin June 8, 2010.

Questions?

Contact the Human Resources Division at (360) 725-7501 or jobs@dor.wa.gov.

Special Notes

The act of submitting application materials electronically is considered affirmation that the information is complete and truthful.

Prior to any new appointment into the Department of Revenue, a background check will be conducted.

The Washington State Department of Revenue is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons of disability, persons over 40 years of age, veterans or people with military status, and people of all sexual orientations and gender identities are encouraged to apply. Persons needing accommodation in the application/testing process or this job announcement in an alternative format may call Human Resources at (360) 725-7501. Applicants who are deaf or hard of hearing may call through the [Washington Relay Service 7-1-1](#).

APPLICANT PROFILE DATA FORM

Government agencies require periodic reports on the gender, ethnic origin, and veteran status of employees. Providing such information about yourself is voluntary. It will be used only in accordance with Washington State's equal opportunity and affirmative action efforts.

Name:	Date:
<input type="checkbox"/> Male <input type="checkbox"/> Female	
Ethnicity/Hispanic Origin	
Hispanic Origin includes all persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race. It does not include persons from Portuguese speaking cultures such as Portugal or Brazil. The Spanish/Hispanic/Latino question is about ethnicity, not race.	
Are you of Hispanic Origin? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Race Information (check all that apply)	
<input type="checkbox"/> American Indian or Alaskan Native - A person having origins in any of the original peoples of North and South America (including Central America) and who maintains a tribal affiliation or community attachment.	
<input type="checkbox"/> Asian - A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.	
<input type="checkbox"/> Black/African-American - A person having origins in any of the Black racial groups of Africa.	
<input type="checkbox"/> Native Hawaiian or Other Pacific Islander - A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.	
<input type="checkbox"/> White/Caucasian – A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.	
Disability Information	
<u>Disability Definition</u> - For affirmative action data reporting purposes, people with disabilities are persons with a permanent physical, mental, or sensory impairment which substantially limits one or more major life activities. Physical, mental, or sensory impairment means: (a) any physiological or neurological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the body systems or functions; or (b) any mental or psychological disorders such as mental retardation, organic brain syndrome, emotional or mental illness, or any specific learning disability. The impairment must be material rather than slight, and permanent in that it is seldom fully corrected by medical replacement, therapy, or surgical means.	
Do you have a physical, sensory, or mental condition that substantially limits any of your major life functions, such as working, caring for yourself, walking, doing things with your hands, seeing, hearing, speaking, or learning?	
<input type="checkbox"/> Yes <input type="checkbox"/> No	

Veteran Information

For the purpose of determining seniority for granting preference during layoffs and subsequent re-employment, any person who has one or more years of active military service in any branch of the armed forces of the United States or who has less than one year's service and is discharged with a disability incurred in the line of duty or is discharged at the convenience of the government and who, upon termination of such service, has received an honorable discharge, a discharge for physical reasons with an honorable record, or a release from active military service with evidence of service other than that for which an undesirable, bad conduct, or dishonorable discharge is given: Provided, that for the purposes of this section "veteran" does not include any person who has: (1) Twenty or more years active military service, and whose retirement is designated by the armed forces of the United States as "voluntary" as evidenced by the DD Form 214 or other official military records; and (2) Whose military retirement pay is in excess of five hundred dollars per month.

If you are a veteran or a surviving spouse of a veteran of active service in the armed forces of the United States, please provide a copy of the military discharge paper (DD214) or (NGB Form 22). Military credit given based on this document.

Vietnam-era Veteran Definition - A person who served on active duty for more than 180 days, any part of which occurred between February 28, 1961*, and May 7, 1975, and was discharged or released with other than a dishonorable discharge; or who was discharged or released from active duty for a service-connected disability if any part of the active duty was performed between August 5, 1964, and May 7, 1975. (*Service between February 28, 1961, and August 5, 1964, must have been performed within the Republic of Vietnam in order to qualify.)

Check all that apply:

- ☐ Non/unspecified Veteran Status.
- ☐ Vietnam-era Veteran.
- ☐ Non Vietnam-era Veteran.
- ☐ Separated or Retired Veteran earning less than \$500 month.
- ☐ Separated or Retired Veteran earning more than \$500 month.
- ☐ Separated or Retired Disabled Veteran earning less than \$500 month.
- ☐ Separated or Retired Disabled Veteran earning more than \$500 month.
- ☐ Discharged with a duty-related disability and less than 1 year of service.
- ☐ Honorably Discharged with 1 year + of service receiving less than \$500 month.
- ☐ Surviving spouse of a veteran.

Branch of Military

☐ Air Force ☐ Army ☐ Marine Corps ☐ Navy ☐ National Guard ☐ Coast Guard

Disabled Veteran Definition - A person who is entitled to compensation under laws administered by the U.S. Department of Veteran Affairs for disability (A) rated at 30 percent or more, or (B) rated at 10 or 20 percent in the case of a veteran who has been determined by the Department of Veteran's Affairs to have a serious employment handicap, or (C) a person whose discharge or release from active duty was for a disability incurred or aggravated in the line of duty. Applicant must provide a letter from the Department of Veteran's Affairs Secretary confirming employment handicap as it relates to item (B).

If you are a disabled veteran, state your percent (%) of disability ____%